

PASTORAL DEVELOPMENT RECOMMENDATIONS

After filling out the [Pastoral Development Assessment](#), discuss your answers with your development guide (e.g. Senior Pastor, mentor, ministry leader, etc.) and choose one area of intentional growth for each of the six categories of focus: Personal Relationship with Jesus, Spiritual Maturity, Self-Management, Approaches to Ministry, Ministerial Skills, and Leadership Skills. For each of the six growth points, you should select at least one awareness item and one application item to help scaffold your growth.

- AWARENESS (head) - Books, courses, seminars, teachings, and the like should be incorporated into your action plan to give you exposure to both knowledge and experience in your area of need.
- APPLICATION (hands) - What practical activities will you explore to facilitate experiential learning in this competency?

For instance, if in part one (Personal Relationship with Jesus), you determined that Rest & Solitude is an area needing development, it would be good to read a book on the spiritual practice of silence and solitude, and then set up some rhythms in your life to practice this over a 30–90-day period. Your development guide can help provide encouragement, accountability, and reflective conversations around this.

Each growth point should be addressed one at a time to give space for intentional development and to act as a building block upon which the next category rests.

Below is a list of recommended resources to help provide ideas for your pastoral development plan.

MODULE I: CHARACTER

Part One: Personal Relationship with Jesus

➤ **Highly recommended:**

- **Read *Crafting a Rule of Life* by Stephen Macchia**

1. **Worship**

➤ **Awareness:**

- Read *Exploring Worship* by Bob Sorge
- Read *The Power of Praise and Worship* by Terry Law

➤ **Application:**

- Churchleaders.com has a 500-word article entitled “How to become a daily worshiper.” Read it and try it for the next 30 days.

2. **Prayer**

- **Awareness:**
 - Read *Prayer is Invading the Impossible* by Jack Hayford
 - The Change the World School of Prayer – a 7-part video series accompanied with an instructional book and a student guide by Dick Eastman
- **Application:**
 - Watch the video: “War Room: Prayer is a Powerful Weapon” and use the *War Room Prayer Journal* during this quarter.
 - Read Isaiah 58:3-9 and set aside a specific time to fast and pray this quarter.
 - Work with your pastor to develop and lead a Concert of Prayer sometime this quarter in your local church.

3. Scripture

- **Awareness:**
 - Take the Studying God's Word Canvas course by Larry Powers
 - Read *Lord, Teach Me to Study the Bible in 28 Days* by Kay Arthur
- **Application:**
 - Using the “S.O.A.P.” method of journaling each day for a month, write a paragraph about how it enhanced your understanding of specific words from the Lord to you (for more info: <https://www.lifejournal.cc>)
 - Using the Navigators tips for memorizing Scripture, commit to memory 10 verses of Scripture this quarter (navigators.org).

4. Rest & Solitude

- **Awareness:**
 - Read *Subversive Sabbath* by A.J. Swoboda
 - Read *24/6: A Prescription for a Healthier, Happier Life* by Matthew Sleeth
- **Application:**
 - Pick one day a week that you do no chores or work. What day is it? Have your family and pastor hold you accountable.
 - Go on a 3-day retreat where you don't do any work.
 - With your family, pick a weekly window of time that is individual tech-free (no phones, iPads, or individual screens) and you are all doing something together.
 - Spend 24 hours alone with no tech of any kind.

5. Spirit Empowerment

- **Awareness:**

- Read *Doing What Jesus Did: Ministering in the Power of the Holy Spirit* by John & Sonja Decker
 - Read *The Spirit of the Lord is Upon Me* by Leslie Keegle
- **Application:**
- Take the “Doing What Jesus Did” 7 Part Online Course with Ministry Training Network <https://www.ministrytraining.org>
 - Make a practical plan to intentionally apply some concepts from your reading.

Part Two: Spiritual Maturity

- **Highly recommended:**
- Read *The Emotionally Healthy Leader* by Peter Scazzero
 - Read *Spiritual Slavery to Spiritual Sonship* by Jack Frost

1. Integrity

- **Awareness:**
- Read *The Pandora Problem* by Jim Wilder
- **Application:**
- Ask each of your family members to write you a letter telling you about yourself in this area and how you can best express integrity in your life.
 - Have a conversation with a mentor in your life to discuss the following questions:
 - Describe your daily devotional, prayer, and worship routines.
 - Describe what it looks like in your life to be balanced, stable, consistent, and disciplined.
 - Describe what it means in your life to practice Biblical principles of stewardship.

2. Self-Controlled

- **Awareness:**
- Read *Enemies of the Heart* by Andy Stanley
 - Read *Sifted* by Wayne Cordeiro
- **Application:**
- *Fast something for a set period of time.*

3. Gentleness

- **Awareness:**
 - Read *Rare Leadership* by Marcus Warner and Jim Wilder
- **Application:**
 - For one whole week (all environments), make note of or documents how often you say something critical, unkind, or complaining. Then speak with a mentor about it.

4. Hospitable

- **Awareness:**
 - Read *The Gospel Comes with a House Key* by Rosaria Butterfield
 - Read *Saved by Faith and Hospitality* by Joshua W. Jipp
 - Read *The Simplest Way to Change the World* by Dustin Willis and Brandon Clements
 - Read *Making Room: Recovering Hospitality as a Christian Tradition* by Christine D. Pohl (this book also comes with a small group/personal study guide with separate purchase)
- **Application:**
 - Host an individual, couple, or family to participate with you in an activity (meal, event, or fun night, etc.) on four different occasions. Each time pick people from a different generation, or a different ethnicity, or a different economic status. Write a paragraph on something you learned about their generation, ethnicity, or economic situation and how it helps you to understand and appreciate them more.

5. Financially Trustworthy

- **Awareness:**
 - Read *The Total Money Makeover* by Dave Ramsey
 - Take the Financial Peace University class at www.daveramsey.com
- **Application:**
 - Create a personal budget using EveryDollar app, an excel spreadsheet, or on paper.

Part Three: Self-Management

1. Healthy Family Relationships

- **Awareness:**

- Read *Families Where Grace Is In Place* by Jeff VanVonderen

➤ **Application:**

- Engage in regular counseling appointments for three months.

2. **Self-Starter**

➤ **Awareness:**

- Read *The 7 Habits of Highly Effective People* by Stephen Covey

➤ **Application:**

- Apply a principle from Covey's book intentionally for 3 weeks.

3. **Lifelong Learner**

➤ **Awareness:**

- Read *The Curious Christian* by Barnabus Piper

➤ **Application:**

- Participate in at least one ministry conference that is sponsored by an organization other than your church.

4. **Personal Wholeness**

➤ **Awareness:**

- Read *Soul Keeping* by John Ortberg
- Read *Strengthening the Soul of your Leadership* by Ruth Haley Barton

➤ **Application:**

- Write a letter forgiving someone of something big in your life (you don't have to send it).
- Go to at least three therapy sessions.

MODULE II: COMPETENCE

Part One: Approaches to Ministry

➤ **Highly recommended:**

- *Participate in Foursquare Discovery Intensive or Cohort*

1. **Purpose & Calling**

➤ **Awareness:**



Find Your Place: Locating Your Calling Through Your Gifts, Passions, and Story - Rob Wegner, Brian Phipps

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Younique: Designing the Life that God Dreamed for You – Will Mancini

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Awakening: Awakening to the Call of God – Terry Walling

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Deciding: Clarifying Your Kingdom Contribution – Terry Walling

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- Read *Younique* by Will Mancini
- Participate in a Younique Accelerator event or cohort
- Participate in a Focused Living training

➤ **Application:**

- Practice reflection rhythms as part of the Younique process

2. Evangelism

➤ **Awareness:**

- Read *Surprise the World* by Michael Frost

- Read *Live Out Loud* by Rowland Smith

➤ **Application:**

- Meet regularly with a pre-believing 'person of peace'
- Share your testimony with 5 different people, individually
- Go on a Missions Trip

3. Cultural Relevance

➤ **Awareness:**

- Read *Growing Young* by Kara Powell, Jake Mulder, and Brad Griffin
- Read *Many Colors* by Soong-Chan Rah
- Read *Beyond Color Blind* by Sarah Shin

➤ **Application:**

- Launch at least one new ministry, study, or group that meets an unmet need for your church.
- Serve weekly for 4 months with a local non-profit that focuses on a form of community outreach.

4. Raises Up Leaders

➤ **Awareness:**

- Read *Hero Maker* by Dave Ferguson
- Read *The Multiplication Effect* by Mac Powell
- Read *Canoeing the Mountains* by Tod Bolsinger

➤ **Application:**

- Mentor at least 3 people for 6 months.
- Reproduce yourself or replace yourself in a role.

5. Team Building

➤ **Awareness:**

- Read *Doing Church as a Team* by Wayne Cordeiro
- Read *5Q: Reactivating the Original Intelligence and Capacity in the Body of Christ* by Alan Hirsch
- Read *The Starfish and the Spirit* by Lance Ford, Rob Wegner, and Alan Hirsch

➤ **Application:**

- Build, equip, and empower leaders on a team you either currently lead or one you start. Develop and lead feedback practices in areas where you have leadership oversight of others.

6. Discipleship

- **Awareness:**
 - Read *Extra-Ordinary Discipleship: Disciple-making for Everyone* by Jessie Cruickshank
 - Read *Emotionally Healthy Discipleship* by Pete Scazzero
- **Application:**
 - Create a Discipleship Process for the group you lead.
 - Contextualize an existing discipleship process based on your community.
 - Start a small discipleship group.
 - Disciple 3 people for 6 months.

Part Two: Ministerial Skills

- **Highly recommended:**
 - **Take the Biblical Foundations Certificate from Life Pacific University**

1. Sound Doctrine & Theology

- **Awareness:**
 - Read *Foundations of Pentecostal Theology* by Duffield and VanCleave
 - Read through the Foursquare Licensing Manual
- **Application:**
 - Take a doctrine or theology class from Life Pacific University.
 - Take a theology class offered through the District or a Pentecostal institution.

2. Teaching & Preaching Skills

- **Awareness:**
 - Read *Communicating For A Change* by Andy Stanley
 - Read *Everyone Communicates, Few Connect* by John Maxwell
 - Read *Beholding & Proclaiming* by Kristian Hernandez
 - Take a public speaking class
 - Take a sermon prep or homiletics class
- **Application:**
 - Teach and lead a small group
 - Participate in Toastmasters in your community
 - Prepare 3 written sermons

3. Kingdom Life

- **Awareness:**
 - Read *Life in the Spirit* by Jack Hayford
 - Read *On Earth As It Is In Heaven* by Bill Johnson
 - Read *Spiritual Slavery to Spiritual Sonship* by Jack Frost
 - Read *There Is More* by Randy Clark
- **Application:**
 - Be part of prayer, healing, and deliverance room for three months
 - Serve weekly with another ministry outside your church for this quarter
 - Take part in a cross-cultural Kingdom immersion experience by going on some kind of a missions trip

4. Apologetics

- **Awareness:**
 - Write out your own testimony
 - Take a Faith Perspectives class
 - Take a comparative theology class
- **Application:**
 - Engage in an inter-denominational discussion group and discuss perspectives of sin, grace, atonement, and God's interaction with humanity (learn how other streams of theology understand scripture and learn to articulate your views in a kind, humble, and respectful way)

Part Three: Leadership Skills

- **Highly recommended:**
 - **Review the Foursquare Bylaws**
 - **Review the Foursquare Handbook of Operations**
 - **Take Foursquare's Church Council Training + Certification**
 - **Review the Foursquare Admin Toolkit**

1. Organizational & Administrative Skills

- **Awareness:**
 - Read *The 7 Habits of Highly Effective People* by Stephen Covey
- **Application:**
 - Create a calendar (planner notebook or online calendar) and keep it/use it.
 - Do your Younique weekly sheets and Quarterly reviews (*if a Younique participant*).
 - Organize an event, planning all the details from the itinerary to the follow up with thank you cards and submitting receipts.

2. Relational Skills (Staffing & Team Building)

- **Awareness:**
 - Read *The Speed of Trust* by Stephen Covey
 - Read *Six Thinking Hats* by Edward de Bono
- **Application:**
 - Serve for 3 months doing visitations (hospitals and shut-ins)
 - Head up the hospitality team for 3 months
 - Sit in on 3 Biblical counseling appointments (with permission) and debrief with pastor on how to walk through those appointments

3. Time Management Skills

- **Awareness:**
 - Read *Execution: The Art of Getting Things Done* by Larry Bossidy and Ram Charan
 - Read *Smarter, Faster, Better* by Charles Duhigg
- **Application:**
 - Keep and manage a calendar for 3 months
 - Find a to-do list app and use it to manage all your tasks for 3 months

4. Conflict Managing Skills

- **Awareness:**
 - Read *The 5 Dysfunctions of a Team* by Patrick Lencioni
 - Read *Fierce Conversations* by Susan Scott
- **Application:**
 - Lead a group using [4 Helpful Lists](#)

5. Motivational Skills

- **Awareness:**
 - Read *Start With Why* by Simon Sinek
 - Read *Leading Change* by John Kotter
- **Application:**
 - Start something and get people to join and participate regularly for 6 months.

6. Strategic Planning Skills

- **Awareness:**

- Read *Church Unique* by Will Mancini
- Read *God Dreams* by Will Mancini
- Read *Innovation & Entrepreneurship* by Peter Drucker

➤ **Application:**

- Review and assess your church's strategic plan
- Lead your church through a [CHAT survey](#) (contact district for more info)
- Lead a group using [4 Helpful Lists](#)
- Lead a group through a [S.W.O.T. Analysis](#)
- Lead your church through an articulation of mission, vision, and values.